

Cyprus

Last update: April 2013

PART 1 – NATIONAL FRAMEWORK

Overview

National social dialogue	Principal Level of Collective Bargaining		Industry and company					
	Workplace Representation		Union					
	Board–level Representation		No					
National worker representation	Workplace representation in Cyprus is through the unions. Arrangements at workplace level depend on the particular circumstances that apply in each workplace.							
Principal legal documents on H&S	The Safety Committees issues are regulated by articles 7–10 of the Safety and Health at Work Laws (Laws 89(1) of 1996–2011) as well as by the Safety Committees at Work Regulations of 1997 (P.I. 134/1997).							
Public authorities on H&S	Ministry of Labour & Social Insurances							
Employers' obligations on H&S	A safety committee shall be established by the employer in any workplace, establishment, undertaking or business that is (a) located in a different geographical area and (b) where the minimum number of persons employed by the same employer reaches 10. It is the obligation of the employer to organize the election of Safety Representatives, form the Safety Committee (for undertakings as from 10 employees) and inform the Inspector accordingly. Every employer who employs on average during each year, more than 200 persons, should appoint a safety officer who will deal exclusively and on full time employment, with health and safety at work issues.							
Worker representative bodies on H&S	N/A							
Organisation of the social dialogue on H&S issues within the country	Actors involved		Their role		Scope of influence			
	Inspection Department (Ministry of Labour & Social Insurances)		Inform, Consult and co–decide		The dialogue covers all levels of Industrial Relations			
	Trade unions: SEK – PEO– DEOK		Inform and consult		The dialogue covers all levels of Industrial Relations			
	Employers' organisations: OEV – KEVE		Inform and consult		The dialogue covers all levels of Industrial Relations			
Specialized H&S bodies on regional, sectorial or another level	Name		Setup conditions		Composition		Role and functions	
	There are no specialized bodies							

PART 2 – ENTERPRISE LEVEL: ORGANISATION OF SOCIAL DIALOGUE AND WORKERS' PARTICIPATION ON H&S AT WORK

General organisation and role on H&S issues	There are the Safety Representatives and the Safety Committees; as provided by Law.
Interaction of H&S representation	There are no Work Councils.

with the general representation of workers		
Worker representation bodies on H&S at work		
Implementation of worker representation in H&S on enterprise level	All workers	
Thresholds of implementation	In undertakings as from 10 employees, a Safety Committee composed of a minimum of 2 Safety representatives should be elected. Between 20 – 49 employees, the number of Safety representatives is set at 3. As from this threshold, for each 50 employees or more, 1 additional Safety representative is elected.	
Role of the trade unions	Trade Unions interact in H & S issues with an advisory role. Usually the employee representatives on H&S belong to a trade union.	
Composition, mode of nomination or election of members	The safety representative is elected, chosen or appointed by the majority of the employees of the same employer, following a consultation between them. The Safety Committee consists of the elected Safety Representatives, the employer or his representative who is the chair of the Committee, the Safety Officer and the Occupational Physician. It is the obligation of the employer to organize the election, form the Safety Committee and inform the Inspector accordingly.	
Area of competencies	The safety representative represents his fellow employees on issues regarding the protection from hazards at work. The Safety Committee is consultative and the employer is not obliged to adopt the decisions of the Committee in the case he disagrees. The Safety Committee has a meeting at least every six months.	
Functions	Consult, recommend, inform the other employees, represent all the employees of their enterprise, hold periodical inspections.	
Rights of workers' representatives on H&S		
Right of withdrawal, of production stop in case of immediate danger	No	
	This right belongs only to the Labour Inspection Department	
Right to conduct surveys	No	
	N/A	
Right to require external assessments	No	
	N/A	
Right to lodge an appeal	No	
	N/A	
Right to receive training	Yes	
	N/A	
	Amount of training	There are no limitations
	Frequency of training	There are no limitations
	Training providers	The obligation to provide training belongs to the employer; however in many cases, trade unions deliver the training
Allocated time during working hours to conduct their role	Yes	
	At least every three months they should hold inspections at particular workplaces.	
Protection against sanctions, dismissals in the frame of their mandate	Yes	
	They are protected by Law	
Link and the nature of the relations between the employee representatives and the trade unions	Usually the H & S reps and H & S committee members are trade union members at the same time.	

PART 3 – ASSESSMENT OF THE SOCIAL DIALOGUE AND WORKERS' PARTICIPATION IN THE COUNTRY

Evolution

Significant changes within the various instruments on H&S issues during the last 5 years	No	
	Objectives of these changes	N/A
	Management of these changes	N/A
	Effects on the improvement or deterioration of the handling of these issues	N/A
Assessment of the achievements on H&S issues through social dialogue	Improving	
	Some important milestones	The last few years there was a positive trend in relation to the number of occupational accidents. The level of H & S at work has also been improved in general. However there isn't any framework for occupational diseases. Additionally there is a downgraded trend on H & S issues amongst the employers the last two years (a consequence of the financial crisis). Recently, a code on thermal stress has been created and is currently being discussed (pilot procedure of implementation).

Perspectives to achieve a good social dialogue and workers' participation on H&S issues

Missing factors	Although there is a wide legislation framework on H & S issues, this is not applied at the workplaces as it should be. Furthermore there is room for improvement on training for H & S issues. Moreover, there is a problem with the small & medium size enterprises, since they do not actually have a reliable protection system on H & S issues.
Existing key success factors	There is a tradition and tripartite cooperation which is expressed through social dialogue and accordingly accepted by all partners.

PART 4 – APPENDICES

Glossary

National Health & Safety Council	Multiple partners body responsible for H & S policy
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Interesting links

N/A

Sources

Trade union contacts	SEK	Satsias Nicos
	PEO	Andreou Nicos
	DEOK	Christodoulou Stelios
Other	<ul style="list-style-type: none"> – http://www.worker-participation.eu – questionnaire reply 	